

# UBC MILLWRIGHTS' STANDARDS



## of being the *BEST*

*UBC Millwrights understand the relationship between signatory Employers and end-user Customers involves a delicate balance. The behavior exhibited by a few, or in some instances, the actions of simply one individual, can threaten whether an Employer is afforded consideration for future work assignments which inevitably, as a result, affects the livelihoods of fellow Millwrights. Failure to perform an impressionable quality service right the first time, within budget and on schedule may jeopardize future work opportunities.*

*The work ethic and manner which Millwrights conduct themselves while on a Customer's premises reflects not only on the signatory Employer, but on the area Local Union and the UBC as well. Therefore, it remains imperative UBC Millwrights are held to Standards of the highest level at all times during work related and non-work related interaction with others, whether Employees of the Customer or other site Employers.*

*Should it be determined an individual is unwilling or incapable of satisfying these commitments by demonstrating a work practice or a course of conduct deemed as detrimental to UBC Millwrights' overall interests, then corrective action will be mandated. If warranted, certain disciplinary measures may include probation, suspension or dismissal.*

### **UBC Millwrights shall be in consistent adherence with these STANDARDS:**

**SAFETY . . .** Follow all Employer and Owner safety practices and guidelines. use appropriate safety equipment as dictated.

**RELIABILITY . . .** Practice punctuality and arrive on time as expected at the designated workplace fit for duty, dressed in appropriate attire and equipped with required tools.

**RESPECT . . .** Conduct oneself in a courteous manner that fosters respect for Employers, Customers and fellow Co-Workers. Treat the property of others with care.

**CRAFTSMANSHIP . . .** Be conscientious at all times of the quality and timeliness of the work assignment performed.

**ATTITUDE . . .** Work as a team player and display a positive disposition. Follow the directives, rules and policies of the Employer and/or Customer. Be receptive to constructive feedback.

**PRODUCTIVITY . . .** Commit to working in a diligent fashion and avoid any result or performance which could be construed as less than quality craftsmanship.

**PROFESSIONALISM . . .** Act, at all times, in a manner which promotes a positive image of the Millwright craft. Maintain pace with industry-related technological advances and possess the necessary credentials and certifications expected of a highly qualified "professional" UBC Millwright.

**TRAINING . . .** Embrace continued education as an integral component of the Millwright profession and participate, whether required or voluntary, in the advanced skills and upgrade training programs as offered. Comply with all mandated training prerequisites.

**LEADERSHIP . . .** Serve as an example to fellow Millwrights. Actively support initiatives designed to promote the Millwright trade. Continually offer to share one's talents, knowledge and experience with those new in the industry.